

SPECTRA



People Making a Positive Difference

EMLEC, INC.

January 16, 2002

RECEIVED
MDCD-OWD

JAN 22 2002

Mr. James Houck
Director of Workforce Transition Unit
Michigan Department of Career Development
201 N. Washington Square
Victor Building, 5th Floor
Lansing MI 48913

WORKFORCE TRANSITION

Dear Mr. Houck:

This is to notify the State that it was announced in employee meetings earlier today, that because of decisions of third parties over which we have no control, we expect that all manufacturing operations will permanently cease at Spectra, 335 N. Griffin Street, Grand Haven, by mid-February 2002. We have attempted to avoid this result in many ways, including seeking additional financing, requesting an assurance of certain levels of business from existing customers, and trying to find a buyer for the business.

This notice is being provided at this time because it has become clear to us that our efforts to continue operating are not going to be successful, and to have given this notice at an earlier time would have jeopardized our efforts to save the business.

Consequently, a total of 125 employees (111 active as of this date and 14 currently on layoff status) will be affected beginning with some layoffs on Friday, January 18, 2002, and continuing thereafter depending upon the needs of the business. All layoffs are permanent and constitutes the termination of employment. Employees do not have any bumping rights. Attached is a list of all job titles affected, and the number of employees in each job classification.

We regret having to bring you this news. If you have any questions, please contact me at (616) 846-2020.

Sincerely,

James L. Reed
Chief Executive Officer

Attachment

SPECTRA PRODUCTS CORPORATION PLANT CLOSURE

Summary of Affected Employees

Job Titles

Number of Employees

	Active	Current Inactive
Chief Executive Officer	1	
Chief Operating Officer	1	
Sales Manager	1	
Systems Engineer	1	
CCT Engineer	1	
Engineer	1	
Chief Financial Officer	1	
Accounting Supervisor	1	
Accounting Specialist	1	
Director of Design & Development	1	
Manager – Development and Engineering	1	
Human Resources Manager	1	
HR Generalist	1	
Operations Manager	1	
Area Leader	6	
2 nd Shift Supervisor	1	
Quality Manager	1	
Quality Supervisor	1	
Materials Manager	1	
Production Control Supervisor	1	
MRP Planner	1	
Planner/MegaWall	1	
MC Supervisor	1	
MC Generalist/Buyer Trainee	1	
Purchasing Agent	1	
General Manager	1	
Executive Secretary		1
CAD Engineer		1
MegaWall Cust Service		1
Customer Connection Team Manager		1

RECEIVED
MDCD-OWD

JAN 22 2002

WORKFORCE TRANSITION

Model Maker	2	
Rollform Set-Up/Op.	3	
CNC/Brake Set-Up A / Programmer	1	
CNC Brake SU/Op-A	3	
CNC Brake SU/Op-B	3	1
CNC Brake SU/Op (T)	1	
Machine Set-Up Operator - A	3	
Machine Set-Up Operator - B	1	
Utility Set-Up Operator	4	
Utility Op	20	6
Diesetter A	3	
Diesetter A - Lead	1	
Diesetter B	1	
Robotic Weld Tech	3	
Welder/Grinder	4	
Painter (wet coat)	7	2
Painter - Lead	1	
Table Assembler	2	
Semi Truck Driver	1	
Materials Control Operator	4	
Forklift Op B	2	1
Toolmaker	2	2
Master Mechanic		1
Maintenance Tech Elec	1	
Maintenance Tech		1
Custodian/Security	1	
Quality Tech	2	

Grand Total: 125

RECEIVED
MDCD-OWD

JAN 22 2002

WORKFORCE TRANSITION